

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 1			Each individual will be educated to make informed choices and decisions.							
Goal 1	Objective 1a		Increase people's knowledge about choices and rights.							
Goal 1	Objective 1a	Strategy 1a1	Gather information on all available community-based living options, support services and individual rights.	Identify community-based living options, support services and individual rights and consolidate information into a chart.	DMHSA; DISID		Planner II	5% of annual salary	\$7,083	Immediate
Goal 1	Objective 1a	Strategy 1a1		Present and update community-based living options, support services and individual rights chart on DMHSA website.	DMHSA; DISID	DMHSA Website Contractor	Planner II	20% of annual salary	\$1,771	Immediate
Goal 1	Objective 1a	Strategy 1a2	Make this information accessible to individuals with disabilities, their families, their caregivers, and service professionals on a statewide basis.	Publicize community-based living options, support services and individual rights information in other formats.  Provide explanations in DMHSA website ( <a href="http://www.dmhsguam.gov">www.dmhsguam.gov</a> ; <a href="http://www.peaceguam.org">www.peaceguam.org</a> ; <a href="http://www.healthychoicesguam.org">www.healthychoicesguam.org</a> ; ) on how consumers can access residential services.	DMHSA; DISID	All Executive Branch Agencies in particular (DMHSA; DISID; GDDC; DOL; PAIMI)			\$50,000	Immediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 1	Objective 1a	Strategy 1a3	Implement an education campaign targeting the public that will increase knowledge about choices and rights.	Conduct press releases and obtain publicity about the website for community-based living options, support services and individual rights information (e.g., news shows, radio program and highlights in newspapers).	DMHSA; DISID				\$100,000	Immediate
Goal 1	Objective 1a	Strategy 1a3		Market community-based living options, support services and individual rights information via commercial/DVD.	DMHSA; DISID	Television & Radio Stations			\$75,000	Long-Term
Goal 1	Objective 1a	Strategy 1a3		Print and distribute rack cards on community-based living options, support services and individual rights information to case managers, physician offices, others who may interface with individuals with disabilities.	DMHSA; DISID				\$10,000	Immediate
Goal 1	Objective 1a	Strategy 1a3		Publicize community-based living options, support services and individual rights information via health fairs, pamphlets etc.	DMHSA; DISID				\$20,000	Immediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 1	Objective 1a	Strategy 1a4	Provide a mechanism for users to give feedback on the accuracy, content, completeness, accessibility, and presentation of the information.	Continue the online survey (www.dmhsa.guam.gov) that offers users the opportunity to evaluate the community-based living options, support services and individual rights website.	DMHSA	DMHSA; DMHSA Special Project Coordinator (MIS)	Planner II	5% of annual salary	\$1,771	Intermediate
Goal 1	Objective 1a	Strategy 1a5	Prepare and make available periodic evaluations of the state's information delivery system. The evaluation must integrate community feedback.	Assuming a sufficient amount of data is collected through the online survey instrument noted in Strategy 1 a4, "mine" the data and prepare a summary of the results.	DMHSA; DISID	DMHSA; DMHSA Website Coordinator			\$15,000	Intermediate
Goal 1	Objective 1b		Assist people with using the information to make effective and informed decisions.							
Goal 1	Objective 1b	Strategy 1b1	Foster individual and group discussions that share information among people with disabilities, by encouraging agencies to coordinate peer support and mentoring activities.	Currently implementing community-based living options, support services and individual rights with peer mentors.  Report on progress annually.	DMHSA; DISID	All Departments/ Agencies; Private organizations coordinating Peer Support & Mentoring Activities	Contract	current vendor-Guma Mami, Inc.- expires 8/31/08	\$150,000	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 1	Objective 1b	Strategy 1b2	Develop and implement a training initiative that teaches service professionals to effectively use the statewide information system to assist people with disabilities to make informed decisions.	Orient new employees on the Olmstead principles, and provide training on accessing statewide resources using the website that contains community-based living options and support services.	DMHSA; DISID	DPHSS Contracting Agencies			\$15,000	Immediate
Goal 1	Objective 1b	Strategy 1b2		Annually provide training updates to its employees on Olmstead legal requirements and community-based living options and support services.	DMHSA; DISID	Contracting Agencies	Attorney IV	10% of annual salary	\$5,163	Intermediate
Goal 1	Objective 1b	Strategy 1b3	Ensure that all individuals and organizations that provide services, including labor, education, transportation and health and human services, or that receive state contracts for such services to individuals with disabilities have demonstrated their commitment to Olmstead principles.	Define the Olmstead principles to be printed on department brochures and other material.	DMHSA; DISID	DOL; GPSS; GMTA; DPHSS and all contracting agencies			\$15,000	Immediate
Goal 1	Objective 1b	Strategy 1b3		Publish the Olmstead principles on Department materials.	DMHSA; DISID					

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 1	Objective 1b	Strategy 1b3		Revise request for proposals or new provider contracts to include information on Olmstead and require providers to support the Olmstead principles, as deemed appropriate.	DMHSA; DISID				\$15,000	As publications are printed.
Goal 1	Objective 1b	Strategy 1b3		Work on revisions to statewide service contracts, as deemed appropriate.	DMHSA; DISID	AG; All Provider contractors	Contract	Reimbursement on contract for materials (approx. \$15,000 annually)	\$15,000	As contracts are renewed or new RFPs are issued.
Goal 2			Each individual will be supported in finding an appropriate, affordable and accessible home.							
Goal 2	Objective 2a		Undertake periodic assessments of all individuals in institutions, in a timely and efficient manner, to determine whether they choose to remain in the care facility or move to more independent community-based living alternative. In addition, prior to their institutional placement, undertake assessments of all individuals planning to enter a care facility.							

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 2	Objective 2a	Strategy 2a1	Develop assurances and requirements to periodically assess, in a timely and efficient manner, individuals in all care facilities, institutions and hospitals — and to initially assess individual planning to enter such facilities — to identify their choice of community-based living. The written policy will be neutrally assessed by JCR.	JCR with DMHSA to review the existing forms and processes for discharging individuals from institutions such as nursing homes and hospitals to the community.	DMHSA; DISID	Center for Independent; GMH; Nursing Homes; DPHSS; GHURA		JCR - Annually	\$18,000	Immediate
Goal 2	Objective 2a	Strategy 2a1		Supplemental form and procedures revised to include more client participation when returning the individual to the community.	DMHSA; DISID			JCR - Annually	\$18,000	
Goal 2	Objective 2a	Strategy 2a1		Process identified for including advocates and peer counselors to assist clients and facilities in the discharges. DMHSA – CMHS – Peer Mentorship	DMHSA; DISID	Center for Independent; GMH; Nursing Homes; DPHSS and all organizations coordinating Peer Support & Mentoring Activities				Immediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 2	Objective 2a	Strategy 2a2	Develop a standardized personal choice assessment for interviewing care facility residents about their choice for community-based living.	Grant applications to support development of a standardized form. Grant money will be used to establish a process for identifying individuals to be assessed, individuals doing the assessment and training of the assessors.	DMHSA; DISID				\$25,000	Intermediate
Goal 2	Objective 2a	Strategy 2a3	Develop a standardized assessment for identifying community-based living goals, personal and environmental strengths and needs, barriers to accomplishing goals, and an individualized plan for achieving the goals when the person wants to transition from the care facility.	Utilize the DMHSA-TIER – JCAHO compliant Assessment Forms	DMHSA; DISID	UOG/Penn State (contractual)				Intermediate
Goal 2	Objective 2a	Strategy 2a4	Use qualified service professionals and qualified peer advocates to facilitate the periodic assessments. Qualifications should be based upon knowledge and practice of informed choice, self-determination, person-centered planning principles and neutrality (i.e., lack of a conflict of interest).	Active recruitment of Research and Statistics Analysts and other personnel as identified in the permanent injunction. In the event unable to recruit, will contract services at \$200,000 annually	DMHSA; DISID	UOG/Penn State	Contract	Contractual (100%)	\$200,000	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 2	Objective 2a	Strategy 2a5	Provide training opportunities for service professionals and peer advocates to learn how, while using the standardized assessment tool, to practice principles of informed choice, self-determination, person-centered planning, and neutrality.	As noted in JCR Agreement-quarterly training, UOG/Penn State Agreement  U.S. Naval Hospital Training MOU	DMHSA; DISID	UOG/Penn State		Training plus travel cost annually	\$18,000	Intermediate
Goal 2	Objective 2b		Create effective ways for people with disabilities, their family members and caregivers, to evaluate and report on the assessment process for quality improvement.							
Goal 2	Objective 2b	Strategy 2b1	Strengthen the current system for collecting feedback from all consumers, their families, caregivers, and other stakeholders.	Collect, assess feedback from all consumers, their families, caregivers and other stakeholders.	DMHSA; DISID	Statewide Independent Living Council. Consumers, families.	Program Coordinator II	100% of annual salary	\$35,414	Immediate
Goal 2	Objective 2b	Strategy 2b1		Integrate into current practice feedback from consumers, families and caregivers.	DMHSA; DISID		Computer Systems Analyst II	60% of annual salary	\$24,181	
Goal 2	Objective 2b	Strategy 2b2	Maintain an effective connection between consumer feedback and the monitoring of state contracts for assessment services.	Identify available resources locally, regionally, nationally, and internationally to provide training and technical assistance.	DMHSA; DISID		Administrators & Supervisors	10% of annual salary	\$100,000	Intermediate
Goal 2	Objective 2b	Strategy 2b2		Implement TIER feedback system across all vendors.			Computer Systems Analyst II	40% of annual salary	\$16,121	
Goal 2	Objective 2b	Strategy 2b2		Input and maintain TIER data system.			Computer Operator II	100% of annual salary	\$22,942	



**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 2	Objective 2c		People in institutions who have had assessments that identify them as candidates for community living will transition from institutions/residential into lesser restrictive settings.							
Goal 2	Objective 2c	Strategy 2c1	Service providers will assist people with disabilities with implementing their individualized plans for community-based living.	JCR with DMHSA to review the existing forms and processes for discharging individuals from institutions to the community.	DMHSA; DISID	BBMR, DOA,		Annually	\$500,000	Intermediate
Goal 2	Objective 2c	Strategy 2c1		Hire of discharge planners and SW I, II, III (n=10)						Intermediate
Goal 3			Each individual will have access to <b>and will direct</b> financial resources to meet their identified goals in a timely manner.							
Goal 3	Objective 3a		Maximize the use of existing financial benefits and resources.							
Goal 3	Objective 3a	Strategy 3a1	Identify all presently available funding streams, both public and private, for people with disabilities, including the elderly, with special emphasis on general financial assistance, housing, health care, personal assistance and chore services, assistive technology and employment training.	Continue annual review and update for distribution of available resources.  Update annually for hard copy and on DMHSA website and Get Care website.	DMHSA; DISID	DPHSS; DOL and other governmental agencies.			\$50,000	Immediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 3	Objective 3a	Strategy 3a1		Working sessions with Guam's Legislators and department administrators to better understand the procurement challenges of DMHSA.		Legislature				
Goal 3	Objective 3a	Strategy 3a1		Coordination with GSA personnel and department staff to improve processing timeframe.		GSA; BBMR; DOA				Intermediate
Goal 3	Objective 3a	Strategy 3a1		Conduct an economic impact study on a proposed fee schedule for DMHSA.	DMHSA	UOG (Dr. Rosanne Jones)	MOU	MOU with UOG	\$14,999	
Goal 3	Objective 3a	Strategy 3a1		Implement DMHSA's Fee Schedule.			Chief of Administration	100% of annual salary	\$67,965	
Goal 3	Objective 3a	Strategy 3a2	Increase consumer awareness of available financial resources and eligibility criteria.	Update and disseminate information on available sources of funding i.e Medicare/Medicaid, Food Stamp on hardcopy and electronically for website access.	DMHSA; DISID	DPHSS; DOL; Guam Legal Services; GHURA; and other governmental agencies.			\$15,000	Immediate
Goal 3	Objective 3a	Strategy 3a2		Coordinate with other public and private service providers to provide trainings on their available resources.						Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 3	Objective 3a	Strategy 3a2		Work with website contractor to determine how to present information on options and related funding sources.						Intermediate
Goal 3	Objective 3b		Modify current policies with regard to funding to ensure that authorization is given to people with disabilities to control how they use their own funds.							
Goal 3	Objective 3b	Strategy 3b1	Change policies so that public funding can be attached to, and follow, individuals rather than providers, services or settings. In cases where federal regulations prevent such changes, the state will work with federal agencies to encourage changes in federal policy and regulation and will incorporate these changes at the state level when federal obstacles have been removed.	Work with the Guam Congressional representative, local legislators to effect policy changes.  Schedule public hearing to address changes in policies.	DMHSA; DISID	Congressional Representative; BBMR; DOA; Legislature; GLSC	Attorney IV	10% of annual salary	\$10,327 Long-Term	

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 3	Objective 3b	Strategy 3b2	Review state regulations so that people with disabilities, their families and caregivers, can decide how their individual benefits will be used for the home and services of their choice.	Identify residential options (i.e. Mainstream Vouchers) and ways to facilitate changes in statutes, policies and administrative rules in order to increase residential alternatives and allow individuals choice of residential setting.	DMHSA; DISID	DPHSS;GDDC;BBM R; GHURA; Legislature; GLSC and other government agencies; private sector			\$20,000	Long-Term
Goal 3	Objective 3b	Strategy 3b3	Identify policies and funding biases that create disincentives to independent community living and consumer choice.	Conduct focus groups semi-annually with consumers and service providers.	DMHSA; DISID	GDDC; GLSC; GMH, GILC, GHURA and other private healthcare organizations GDDC; DOL; GPSS Child Serving Agencies; other providers and Families			\$20,000	Intermediate
Goal 3	Objective 3b	Strategy 3b3		Disseminate information to policy makers for review and revision of disincentives.						
Goal 3	Objective 3b	Strategy 3b3		1identify a representative on the State Workforce Investment Board to present employment issues for persons with disabilities.						

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 3	Objective 3b	Strategy 3b3		Continue to implement SAMHSA's Systems of Care best practices for transitioning children/youth into programs and settings.						
Goal 3	Objective 3b	Strategy 3b4	Work with Guam Congressional Representatives to re-define the formula for the Federal Medical Assistance Percentage (FMAP) for Guam and to increase federal funds.	Identify funding gaps and opportunities to increase FMAP.  Educate the community and legislators about the Mental Health Parity Law.	DMHSA; DISID	GDDC; DPHSS	Director (Contractual)	Contractual Director (30% of annual salary)	\$49,800	Intermediate
Goal 3	Objective 3b	Strategy 3b4		Office of Community Integration to work in conjunction with appropriate legislative health committee.	Committee on Health, Guam Legis.					
Goal 3	Objective 3b	Strategy 3b5	Develop a unified funding plan for community-based living to meet those needs determined by consumers with disabilities. (refer to Strategy 1a1)	Identify the funding streams and amount by type of fund (Medicaid, Title V, etc.); collect data for grant applications.	DMHSA; DISID	GDDC; DOL; Legislature; BBMR	Planner II	60% of annual salary	\$21,248	Intermediate
Goal 3	Objective 3b	Strategy 3b5		Apply for and maintain new grants to perform research and planning work.			Planner III	100% of annual salary	\$47,122	
Goal 3	Objective 3b	Strategy 3b5		Plan, supervise, develop and implement specialized comprehensive programs.			Planner IV	100% of annual salary	\$50,865	

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 3	Objective 3c		Conduct public forums and focus groups semi-annually for people with disabilities, their families and caregivers, to provide regular feedback to appropriate policy makers on new fund development strategies.	Private and public agencies and individuals receiving information on new fund development activities report information to appropriate policy makers.	DMHSA; DISID	GDDC; GLSC; Healthcare Organizations; GHURA			\$20,000	Intermediate
Goal 4			Each individual will be able to locate housing, acquire personal support personnel, use transportation, and engage in employment to sustain community-based living.							
Goal 4	Objective 4a		Ensure the availability of suitable housing and enable people with disabilities to acquire housing.							
Goal 4	Objective 4a	Strategy 4a1	Increase the number of available, accessible and affordable places of residence.	Utilize waitlist data which informs housing priorities and programming needs.	DMHSA; DISID	GHURA;		Per Residential Facility (n=10) = \$5,000,000	\$500,000	Intermediate
Goal 4	Objective 4a	Strategy 4a1		Review existing laws and introduce legislation to ensure Olmstead compliance.						

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4a	Strategy 4a1		Develop financing mechanisms that make owning and renting such homes feasible for people with disabilities,  Partner with private sector to provide first time home loans to people with disabilities to purchase accessible homes or to purchase and modify homes.		GHURA; Financial Institutions, Guam Housing Corporation; private sector		For In-kind match-support services (sal workers, psychiatry, psychology, nursing)	\$1,000,000	Long-term
Goal 4	Objective 4a	Strategy 4a2	Provide housing location, behavioral and other support services.	Establish a MOU between GHURA and Private providers for behavioral health residential placements and support services; and coordinate housing programs.	DMHSA; DISID	GHURA; non-profit organizations; PENN State; Private providers.	Housing Coordinator	100% of annual salary	#REF!	Intermediate
Goal 4	Objective 4a	Strategy 4a2		Overcome barriers to community placements; find and implement solutions to link. Supervision provided by DMHSA.			Contract	CSS; Behavioral Programming Contractors - Master and Doctoral Interns.		
Goal 4	Objective 4b		Develop and maintain a suitable workforce for community-based living support personnel.							

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4b	Strategy 4b1	Increase the number of certified/ licensed mental health and substance abuse providers at DMHSA. Please see Permanent Injunction Plan (PIP).	Update personnel specifications to match current practices and licensure laws.	DMHSA	Consumer Advocates DOA – Personnel DOL GLS SAMHSA Contractors GCC High Schools			\$1,500,000	Immediate
Goal 4	Objective 4b	Strategy 4b1		Conduct assessment of certification /licensure training and technical assistance needs among <u>current providers</u> (and support staff) of mental health and substance abuse services for individuals (and families) with disabilities.	DISID					
Goal 4	Objective 4b	Strategy 4b1		Update current community-based providers and develop a Resource Directory for mass distribution among consumers and their families.						
Goal 4	Objective 4b	Strategy 4b1		Continue with the High School program with the Department of Labor, AHRD, GPSS and Guam Community College in career awareness and job training for the High School, Allied Health program.						



**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4b	Strategy 4b2	Assess current workforce deficits in both public and private sector organizations.	List relevant public and private sector professional and para-professional job titles and identify minimum competency core requirements for certification and/or licensure.	DMHSA DISID	Consumer Advocates GLS GCC UOG SHRM PSAMHCC SAMHSA Contractors WHO U.S. Dep't. Of Defense UOG; GCC; PENN State			\$50,000	Intermediate
Goal 4	Objective 4b	Strategy 4b2		Develop individualized DMHSA personnel plans of action for achieving certification/ licensure within staffs' respective professional/para-professional job titles and work responsibilities.						
Goal 4	Objective 4b	Strategy 4b2		Obtain relevant T/TA services providers (available locally, regionally, nationally and internationally) and submit official requests for collaborative assistance.						

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4b	Strategy 4b2		Establish contractual agreements with the University of Guam, Guam Community College, and PENN State for the development and scheduled delivery of customized, culturally competent and evidence-based curricula on behavioral health issues.					\$150,000	Intermediate
Goal 4	Objective 4b	Strategy 4b2		Utilize regional, national and international organizations that provide distance learning and online coursework on the identified minimum coursework requirements for professional certification and licensure (new applications and recertification).					\$500,000	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4b	Strategy 4b3	To officially participate in current workforce development initiatives that support professional and para-professional personnel skills development and certification/licensure attainment.	Actively participate and host the Pacific Substance Abuse and Mental Health Collaborating Council Clinical Conference for US Pacific Jurisdictions on behavioral health and treatment.	DMHSA DISID	Consumer Advocates SAMHSA Contractors – Northwest Frontier ATTC SAMHSA Centers: CSAP, CSAT, CMHS NASADAD NASMPHD World Health Organizations; Hawaii Adult Mental Health Division			\$50,000	Immediate
Goal 4	Objective 4b	Strategy 4b3		Participate in certification and re-certification of confidentiality and HIPAA requirements, conducted by the Legal Action Center.						
Goal 4	Objective 4b	Strategy 4b3		Establish a MOU with the Hawaii Adult Mental Health Division to build upon current collaborations and engage in a shared process for learning about Olmstead issues and strategic workforce development planning, implementation and evaluation.						

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4b	Strategy 4b3		Develop and submit to all SAMHSA contractors Guam's Training and Technical Assistance Plans for addressing workforce development issues and critical needs among Guam's mental health and substance abuse professionals and para-professionals.						
Goal 4	Objective 4b	Strategy 4b4	Identify and strengthen all existing legislation with regard to funding mechanisms that support workforce development, training and education that meets minimum core requirements for certification/licensure.	Advocate for established legislation and written program policies and procedures that support certification/licensure protocols and committed funding.	DMHSA	Consumer Advocates GLS Legislative Committee on Health DOA-Personnel GCC UOG			\$50,000	Intermediate
Goal 4	Objective 4b	Strategy 4b4		Assess current annual local appropriations and determine funding levels needed to meet anticipated workforce demands.	DISID					
Goal 4	Objective 4b	Strategy 4b4		Establish Inter-Agency Agreements for workforce development collaboration and cross-training of personnel and consumer advocates.						

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4b	Strategy 4b4		Establish an effective mechanism for people with disabilities their families and caregivers, to provide regular feedback to policymakers.						
Goal 4	Objective 4b	Strategy 4b5	Provide behavioral health training to vocational service personnel in order that they interact effectively with people with disabilities and behavioral health challenges.	Identify model training programs and curricula for use with vocational services personnel.	DMHSA DISID	Consumer Advocates Dept of Labor GCC UOG PENN State DOA – Training and Development Division			\$100,000	Intermediate
Goal 4	Objective 4b	Strategy 4b5		Conduct quarterly Training of Trainers (TOT) among peer trainers and other consumer advocates.						
Goal 4	Objective 4b	Strategy 4b5		Conduct quarterly training for key providers of services for persons with disabilities and evaluate effectiveness.						
Goal 4	Objective 4b	Strategy 4b6	Update workforce requirements for community-living personnel across pertinent agencies.	Maintain discussion groups (inclusive of consumers and their families) among government and private sector organizations that provide employment programs.	DMHSA DISID	Consumer Advocates GLS DMHSA Planning Council DOL SHRM UOG GCC	Personnel Specialist III	100% of annual salary	\$49,302	

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4b	Strategy 4b6		Identify pay equity issues for contracted services for direct support workers (skills trainers, personal assistants, etc) as well as establish reimbursement consistency by various public and private services programs.						
Goal 4	Objective 4b	Strategy 4b6		Implement certification standards for direct community living support workers.						
Goal 4	Objective 4c		Establish a unified strategy to train, qualify and facilitate placement of people with disabilities in the employment of their choice.	Maintain participation in the planning and conduct of annual Job Fairs and application processes to ensure accessibility by individuals with disabilities and their families. Continue training and briefing on job application processes and interviewing skills.	DMHSA DISID	Consumer Advocates Society for Human Resource Management (SHRM) Dept of Labor Guam Workforce Investment Board UOG, GCC Guam Mass Transit Plan	Employment Development Worker III	100% of annual salary	\$40,302	

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4c			Develop through GCC a core program such as a Community Health Worker or a Direct Support Professional (as per gaps in services) with a general curriculum to address skills for direct support professionals.						
Goal 4	Objective 4c	Strategy 4c1	Support innovative employment strategies, such as transitional employment and community-driven micro-enterprise,	Develop a mentoring and supportive employment system for those who wish to start a small business. The mentors would be self-employed individuals with disabilities.	DMHSA DISID	Consumer Advocates Society for Human Resource Management (SHRM) GCC UOG Dept of Labor		Fair Market Value of Private Sector Employment		
Goal 4	Objective 4c	Strategy 4c1		Improve and expand transition services for individuals with disabilities as they move from school to work or higher education.						
Goal 4	Objective 4c	Strategy 4c1		Link to research on effective practices for individuals with psychiatric disabilities through the Federal Department of Labor.						

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4c	Strategy 4c2	Ensure employment opportunities for people with disabilities for all government positions and enforce compliance with equal employment opportunity regulations among all private contractors.	Comply with federal and local statutes regarding fair housing, fair employment for equal employment opportunities.	DMHSA DISID	Consumer Advocates Society for Human Resource Management (SHRM) Dept of Labor Personnel Specialist III				
Goal 4	Objective 4c	Strategy 4c3	Establish Criteria for Priority Selection in vocational services recruitment of applicants with disabilities who are transitioning from institutional living.	Distribute Criteria for Priority Selection among all potential public and private employers.	DMHSA DISID	Consumer Advocates Society for Human Resource Management (SHRM) Dept of Labor				
Goal 4	Objective 4c	Strategy 4c3		Identify and publicly announce all available positions for which individuals with disabilities are sought for priority placement recruitment.						
Goal 4	Objective 4c	Strategy 4c3		Assess and evaluate outcomes for increased recruitment of individuals with disabilities.						
Goal 4	Objective 4c	Strategy 4c4	Ensure that vocational service personnel undergo the professional development necessary to interact effectively with people with disabilities and help people with disabilities achieve successful employment outcomes.	All state government offices which contract for employment services will require that all applicants for such contracts have taken a series of training programs from DCAB.	DMHSA DISID	Consumer Advocates Society for Human Resource Management (SHRM) Dept of Labor				



**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4c	Strategy 4c4		DCAI3 to develop listing of programs provided, and to report attendance at such training to assure the department that contract personnel have been trained.						
Goal 4	Objective 4c	Strategy 4c5	In cooperation with transportation agencies, establish a unified mechanism to identify transportation requirements for people with disabilities in different communities, using feedback from sources that include people with disabilities, their families and caregivers, service providers and public agencies.	Provide information to villages on the Olmstead Plan's objectives related to transportation.  Coordinate with and encourage villages to each conduct a standard customer needs assessment survey to determine the type of transportation service that will meet the needs of the target population.	DMHSA DISID	Consumer Advocates Society for Human Resource Management (SHRM) Dept of Labor				
Goal 4	Objective 4d		Optimize accessibility and mobility, by developing and implementing long-range, systematic plans, to enable people with disabilities to move throughout their communities, using all means of travel.	Conduct classification and compensation study	DMHSA HR					Intermediate
Goal 4	Objective 4d			Review staffing pattern.	DMHSA HR					Immediate
Goal 4	Objective 4d			Career opportunities Nature of the job	DMHSA HR				\$5,000	

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4d	Strategy 4d1	Develop a unified, community-based living transportation development plan with key state transportation agency, service providers and representatives from people with disabilities. The plan will specifically address the needs of rural communities.	Provide information to transportation agency on the Olmstead Plan's objectives and to address these objectives in their respective transportation plans.  Identifying potential federal funds that could be used to establish accessible transportation services in rural communities.	DMHSA; DISID	GMTA; GDDC				Intermediate
Goal 4	Objective 4d	Strategy 4d2	Work with transportation agency to ensure that public transportation personnel are effectively trained for interactions with-and safety protocols for services to persons with disabilities.	Procure funds to train transportation personnel.	DMHSA; DISID	GMTA; GDDC				Intermediate
Goal 4	Objective 4e		Establish and maintain support service programs to assist people with disabilities to live in the homes of their choice.							
Goal 4	Objective 4e	Strategy 4e1	Increase funding for community-based living support services.	Seek increased funding for chore services. Funding could be used to increase the hourly reimbursements and/or to provide more services to more people.	DMHSA; DISID			Annually	\$75,000	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4e	Strategy 4e2	Utilize funds appropriated for support programs within a reasonable timeframe.	Determine if current funding is being fully used.	DMHSA; DISID	BBMR				Intermediate
Goal 4	Objective 4e	Strategy 4e2		Target funding related to independent living supports.	DMHSA; DISID	DPHSS				Intermediate
Goal 4	Objective 4e	Strategy 4e2		Track contract dollar amount versus actual amount expended at the end of the contract period.	DMHSA; DISID	DPHSS				Intermediate
Goal 4	Objective 4e	Strategy 4e3	Develop and implement support service programs and guidelines that balance quality of care, affordability, appropriateness of care and consumer responsibility. Incorporate Evidence-Based Practices (EBPs) in all programs for successful implementation with fidelity	Contract with a qualified vendor to conduct a Needs Assessment of current EBPs being implemented, gaps or areas falling short of fidelity, resources and training readiness, and concluded by a listing of recommended EBPs with justification to implement.	DMHSA	BBMR, DOA			\$40,000	Intermediate
Goal 4	Objective 4e	Strategy 4e3		Service providers and consumers collaborate on establishing an approved list of Evidence-Based Practices to be implemented.	DMHSA	Consumers, Mental Health Council			\$2,000	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4e	Strategy 4e3		Revise/update guidelines, policies and procedures supporting community-based programs, self determination, consumer control, and successful implementation of EBPs.	DMHSA	Mental Health Council			\$5,000	Intermediate
Goal 4	Objective 4e	Strategy 4e3		Recruit needed personnel in order to implement EBPs with fidelity.	DMHSA	Dept of Labor, DOA			\$600,000	Intermediate
Goal 4	Objective 4e	Strategy 4e3		Train personnel in the implementation of EBPs with fidelity. If applicable for program supervisors to acquire clinical training and certification for the respective EBPs.	DMHSA	SAMHSA Contractors			\$150,000	Intermediate
Goal 4	Objective 4e	Strategy 4e3		Provide ongoing evaluation and monitoring to ensure EBPs are being implemented with fidelity.	DMHSA	SAMHSA Contractors			\$20,000	Intermediate
Goal 4	Objective 4e	Strategy 4e4	Incorporate the principles of self-determination and consumer control into all state-funded support programs targeting individuals with disabilities.	Review and modify policies, procedures and practices to ensure consumer driven choices.	DMHSA; DISID	All state executive departments and agencies				Immediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 4	Objective 4e	Strategy 4e4		Each state department serving persons with disabilities will orient its new employees on the self-determination and consumer control principles.	DMHSA; DISID	All state executive departments and agencies		Annually	\$20,000	Intermediate
Goal 4	Objective 4e	Strategy 4e4		Develop training and pilot projects, adjusting policies and procedures supporting self determination and consumer control.	DMHSA; DISID	All state executive departments and agencies		Contingent on training & pilot project		Intermediate
Goal 4	Objective 4e	Strategy 4e4		Incorporate the principles of self determination and consumer control in all state contracts, where applicable.	DMHSA; DISID	All state executive departments and agencies				Intermediate
Goal 4	Objective 4f		Ensure most efficient and affordable rendering services	Combine DISID and DMHSA into a single agency under the title of DMHSA.	Office of The Governor	DMHSA, DISID, Legislature		Combine FY'08 budgets		Immediate
Goal 5			The Territory of Guam will coordinate an on-going, effective quality assurance program to monitor and assess the state's progress in meeting the goals and objectives of this plan.							
Goal 5	Objective 5a		Integrate people with disabilities, their families and caregivers, in the process of evaluating plan outcomes and the quality of community-based living services.							

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 5	Objective 5a	Strategy 5a1	Establish a quality assurance entity/program to assume responsibility for monitoring and evaluating implementation of the Olmstead Plan. This entity may be a state agency or agencies, authorized private agency, a public-private partnership, or some other entity. (refer to strategy 3b4)	Continue the Olmstead Implementation Mandate, including direct patient care services and administrative functions.	DMHSA; DISID	Executive Branch	Director (Contractual)	70% of annual salary	\$116,200	Immediate
Goal 5	Objective 5a	Strategy 5a1		Create an internal DMHSA Quality Assurance (QA)/Performance Improvement (PI) program with a Coordinator/Facilitator position who has the responsibility for ensuring the assigned Olmstead and Healthcare related accreditation, rules and mandated activities are implemented and reported. The QA/PI Members will also document the issues and resolutions for purpose of educating others on existing barriers, options, and potential processes/considerations for future changes.	DMHSA; DISID		Quality Assurance Coordinator	100% of annual salary	\$49,302	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 5	Objective 5a	Strategy 5a1			Governor's Office		Program Coordinator II	50% of annual salary	\$17,707	Intermediate
Goal 5	Objective 5a	Strategy 5a1					Program Coordinator III	100% of annual salary	\$47,122	
Goal 5	Objective 5a	Strategy 5a1					Quality Management Administrator	95% of annual salary	\$70,001	
Goal 5	Objective 5a	Strategy 5a2	Establish a unified mechanism for evaluating all goals, objectives and strategies of the Olmstead and Healthcare related accreditation, rules and mandated activities/programs. This mechanism will include 1) feedback from people with disabilities, their families and caregivers, service providers, public agencies, legislators, and other entities and 2) opportunities for these stakeholders to meet and address Olmstead implementation on a regular basis.	Identify an existing Council or Board consisting of at least 51% individuals with disabilities to provide oversight of progress on the Olmstead Implementation Plan. Report to the Governor regularly on the status and provide recommendations for corrective actions.	DMHSA; DISID	Mental Health Planning Council DMHSA Focus Groups (ie. Sagan Mami)	Program Coordinator II	50% of annual salary	\$17,707	Intermediate
Goal 5	Objective 5a	Strategy 5a2						Annually (consumer stipends, marketing activities and QA/PI).	\$40,000	
Goal 5	Objective 5a	Strategy 5a3	Take corrective action whenever evaluation and advice from the quality assurance/performance improvement group recommend corrective action.	Action item is reflected in Strategy 5a1.	DMHSA; DISID	Executive Branch	Quality Assurance Coordinator	50% of annual salary	#REF!	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 5	Objective 5a	Strategy 5a4	Execute a plan and implement activities for the safety and health of all stakeholders by investigating the root cause of a presenting problem.	Conduct a departmental risk assessment.	DMHSA; DISID	OSHA, DPHSS, BBMR, DOA, GMH	Quality Management Administrator	5% of annual salary	\$2,543	Intermediate
Goal 5	Objective 5a	Strategy 5a4		Review, revise or create safety policies; conduct annual assessments. Conduct awareness trainings on issues of compliance to business partners.			Word Processing Secretary II	100% of annual salary	\$29,377	
Goal 5	Objective 5a	Strategy 5a4		Review and report clinical documentation for quality health care according to health care standards and mandates.			Medical Records Clerk	100% of annual salary	\$25,213	
Goal 5	Objective 5a	Strategy 5a5	Increase Stakeholders service satisfaction and identify improvement priorities.	Develop methods of collecting input from stakeholders about what "quality" means and incorporate input into the design of assessment approaches that measure service quality.	DMHSA; DISID				\$200,000	Intermediate



**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
------	-----------	----------	-------------	-------------	-------------	---------------------------------------	---------------------	-------	------------------------	------------

Goal 5	Objective 5a	Strategy 5a5		Explore other health agencies for best practices and identify available resources locally, regionally, nationally, and internationally to provide training and technical assistance (ie. 42CFR Part 2, HIPAA, etc.).						
--------	--------------	--------------	--	--	--	--	--	--	--	--

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 5	Objective 5a	Strategy 5a6	<p>Incorporate all DMHSA departmental information related to national accreditation standards (Joint Commission, CARF, HIPAA, 42CRF Part 2) for data collection, processing of information and management of data resources.</p> <p>Utilize Commercial off-the-shelf system (COTS) that is adaptable and modifiable (MOTS) to address requirements unique to the department, however, still sustainable for future releases and upgrades to the acquired system.</p> <p>Develop an information architecture that diagrams the schematics of activities (processes) performed and the information resources that help facilitate the business of human services.</p> <p>Provide user friendly enhancement tools for expanding the existing data structure and layout of the applications.</p> <p>Install needed security and identification measures to improve on the safety environment of DMHSA</p> <p>Ensure that computer equipment is available to staff critical in the delivery of services</p>	<p>Data and document management resources involving consumer records, integration, and/or sharing including database development, network infrastructure, email, web site and Internet services;</p> <p>Estimates of human resources required by the plan.</p> <p>The necessary actions and expenditures that take into account the procurement laws, availability of technologies to meet the Department's needs, and any other factors(s) that might impact the ability of DMH to implement the three-year plan;</p> <p>Evaluate the data management needs and requirements;</p> <p>Summarize the type and scope of data;</p> <p>Define how data is shared with other programs with DMHSA, other agencies and departments in the Government of Guam and federal agencies, and public.</p> <p>Provide recommendations on improving data management, integration, accessibility, security and quality to meet the Department</p>	DMHSA; DISID	DMHSA MIS Branch			\$545,017	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 6			Continue the System of Care for Children and Adolescents with a Serious Emotional Disturbance							
Goal 6	Objective 6a		Decrease the number of juveniles involved in the Court Systems into the Adult Criminal Court System	Continue to provide wraparound services to juveniles and their families	Child-Adolescent Services Division/DMHSA	All Child –Serving Agencies involved with the child, youth and family			\$50,000	Immediate
Goal 6	Objective 6a	Strategy 6a1	Educate the court system about the effectiveness of wraparound in serving children/youth with severe mental health needs who are involved with the legal system	Provide information about wrap around to Judges, Probation Officers and Attorneys.  Conduct training sessions, workshops conferences for Judges, P.O., Sal Workers/Case-managers, attorneys about System of Care and Wraparound.	CASD/DMHSA	Guam System of Care Council, child serving agencies			\$50,000	Intermediate
Goal 6	Objective 6a	Strategy 6a1		Send Judges, SW, PO, attorneys and other policy makers to National System of Care meetings and conferences.						

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 6	Objective 6a	Strategy 6a1		Wrap Coordinator (Care Coordinators) will attend court hearings in support of their juvenile consumers to provide the Court with information about the wraparound services being provided to the child/youth.						
Goal 6	Objective 6a	Strategy 6a2	Ensure that every youth brought into the court system be given a thorough psychiatric assessment to determine his/her mental health status and assessment of mental health services.	Referrals for psychiatric evaluations are made on every child/youth entering the Juvenile Court System.	CASD/ DMHSA;	Service Providers, Judicial Center/Court System			\$150,000	Immediate
Goal 6	Objective 6a	Strategy 6a3	Implement the use of assessment tools such as the Massachusetts Youth Screening Instrument (MAYSI) and the Brief Symptom Inventory (BSI) to identify the mental health and related needs of children and youth in the juvenile court system.	Purchase the assessment instruments and train staff in it as well as conduct practice on the use of the instruments.	CASD/DMHSA;	Child-Serving Agencies, GSOCC, other providers			\$100,000	Intermediate
Goal 6	Objective 6a	Strategy 6a4	Ensure services are made accessible to address the needs of the juvenile so that their functioning may improve and they move out of the legal system.	Continue to provide the array of mental health and related services the juvenile need and have these services accessible for their use.	DMHSA	All service providers			\$1,000,000	Intermediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 6	Objective 6b		Continue to use the wraparound fidelity model in addressing children and youth Individualized Service Plan (ISP)	Each child/youth in the CASD system is assigned a Wrap Coordinator (WC) or Case Manager to facilitate and coordinate the services needed by the child and family.	DMHSA, DISID	All service providers			\$1,000,000	Immediate
Goal 6	Objective 6b	Strategy 6b1	The Wrap Team is formed to address the needs of the child/youth and family	The Wrap Coordinator engages the child/youth and family in the pre-wrap process, identifying needs, strength and members for the Wrap Team	CASD/DMHSA	All child serving agencies involved with the family as well as natural support systems				Immediate
Goal 6	Objective 6b	Strategy 6b2	To empower the family to eventually be self advocates and learn to navigate the system for their success, thus empowering to conduct their own wrap team.	The WC continues to orientate, educate, support and empower the youth and family  Wrap Plans are developed and updated to address the various life domains that are issues and concerns in the child/youth's and family's life.	CASD/DMHSA	Various team members are assigned specific tasks in the Wrap Plan		Flexible funds to provide non-traditions supports/ needs of child and or family	\$20,000	Immediate
Goal 6	Objective 6b	Strategy 6b2		The Wrap Team has to be family driven, strength-and-solution based. The family is expected to be very involved and participatory at the meetings.						

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 6	Objective 6b	Strategy 6b2		The WC works closely with the child and family in following through with what's agreed in the Wrap Plan as well as in the IEP.	CASD/DMHSA	All service providers and agencies involved with the family				
Goal 6	Objective 6b	Strategy 6b2		Families are encouraged to participate in the family organization for support as well as to benefit from the trainings that are being provided to families.						
Goal 6	Objective 6b	Strategy 6b2		Professional will provide the support and training that the families and youth need to become self-advocate and empowered to be successful in life.						
Goal 6	Objective 6b	Strategy 6b3	Family members will be involved in advisory and planning councils and in policy development of child serving agencies.	Family members will work side by side with professional/agency representatives in conducting work shop, trainings and in doing presentations to other stakeholders.	CASD/DMHSA				\$20,000	Immediate

**RECOMMENDED OLMSTEAD IMPLEMENTATION PLAN**

Goal	Objective	Strategy	Description	Action Item	Lead Agency	Assisting Agencies/Other Stakeholders	Position / Contract	Notes	Annual Budget Required	Time Frame
Goal 6	Objective 6b	Strategy 6b4	Develop a standardized assessment for identifying community-based living goals, personal and environmental strengths and needs, barriers to accomplishing goals, and an individualized plan for achieving the goals when the person wants to transition from the care facility.	Apply for grants to support development of a standardized form (JCO Accredited Assessment Forms)	DMHSA; DISID					Intermediate
Goal 6	Objective 6b	Strategy 6b5	Use qualified service professionals and qualified peer advocates to facilitate the periodic assessments.	Hire qualified service professionals and qualified peer advocates to facilitate the periodic assessments.	DMHSA; DISID				\$150,000	Intermediate
Goal 6	Objective 6b	Strategy 6b5		Provide training opportunities for service professionals and peer advocates to learn how, while using the standardized assessment tool, to practice principles of informed choice, self-determination, person-centered planning, and neutrality.						